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CONVOY DISPATCH

TEAMSTERS DEMOCRATIC UNION

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — *April 1998 #167*

Campaign Is On!

Ken Hall to Head Reform Team in Fight Against Hoffa

The campaign that will decide the future of our union is on.

Ken Hall, Director of the International union's Parcel and Small Package Division, launched his bid for Teamsters General President on April 5 at a rally of 500 rank and file Teamsters in Charleston, W.Va.

Teamster reformers have united behind Hall, and TDU has endorsed him.

"This is going to be a grassroots campaign," said Hall. "I'm going to be at the plant gates and in the freight barns talking and listening to Teamsters and asking for their support."

Hall has taken a strong stand against corruption and committed to building member involvement in the union to win better contracts, organize new members, and stand up for working families in politics.

"Teamsters want a leader with experience who has spent time with the members and knows what's really important to Teamsters — job security, decent wages, good pensions, and secure health insurance for our families," he said.

Last August, Hall helped lead Teamster members to victory in the UPS strike as co-chair of the Teamsters national negotiating committee. Members won 20,000 new full-time jobs, major pension increases, an end to subcontracting, improvements in health and safety, and the biggest pay hikes ever at UPS.

"I'm proud of what we did in the UPS strike because we showed what real union power is in the 1990s," said Hall. "We showed that by involving members in each step of the process, building community support, and standing firm in negotiations, we could take on one of the richest and most powerful companies in the world and win."

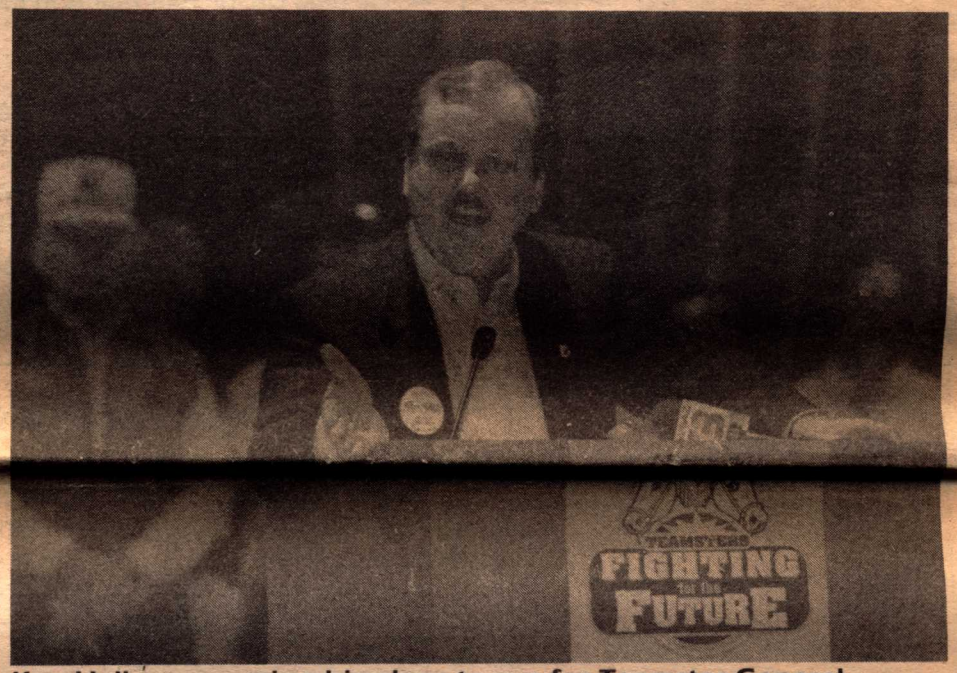
Hall pledged that he'll work to unite members to build real Teamster power.

"It's about pulling together and doing the things that brought us victory last August," he said. "This is going to be a campaign for all Teamsters. And make one thing clear — we're going to win!"

"The Teamsters union is at a crossroads. One road leads backwards to more division and weakness. But we're going to choose the road that leads forward to unity and strength. That's why I will be a candidate for General President of the Teamsters union."

—Ken Hall

Candidate for Teamster General President



Ken Hall, announcing his plans to run for Teamster General President on April 5 at a packed Local 175 union hall in Charleston, W.Va.

MORE ON THE TEAMSTER ELECTION INSIDE ...

Election Timetable
Judge delays ruling till Hoffa decision, which is expected soon. Election expected in August or September.
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Who Is Ken Hall?
More information on candidate.
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What you can do now to help win the election.
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Membership Participation and Democracy Project

Training Programs Focus on Building Member Participation

How can we get more members involved in organizing, contract enforcement and other activities that build Teamster power? How do we overcome fears and divisions and create unity on the job and in our union?

Training and technical assistance provided by TRF (Teamster Rank and File Education and Legal Defense Foundation, the educational arm of TDU) addresses these tough issues.

TRF is gearing up a series of workshops and conferences that focus on building member activity. Over the past two months we have conducted more than 15 workshops for TDU chapters on subjects ranging from legal rights to building contract campaigns.

We are now also able to provide training and technical assistance to local unions on subjects such as collective barganing, streamlining local union administration, and building member participation.

Our goal is to schedule dozens of other programs in the coming months. This is where you come in. Think about members in your area who might benefit from workshops. Contact us for more information on our Membership Participation and Democracy Project. (See how to contact us below.) We can work with you to schedule and build programs in your local or area.

Workshops Available from TRF

The TRF Membership Participation and Democracy Project has numerous workshops available for members or local unions. Workshops can also be specially tailored to meet members' needs. Contact us to set up a program in your area.

Workshops for members include ...

- Knocking Down Barriers to Involvement: The Mobilizing Model
- Lessons from Labor History that Can Help Us Win Today
- Fighting Discrimination, Building Unity
- Standing Up for Your Rights in the Union
- Campaigning for Union Office
- How to Win Grievances
- Using Inside Strategies to Win Better Contracts

Workshops for officers include ...

- Building a Strong Stewards' Network
- Developing a Budget that Meets Your Goals
- Streamlining Office Administration
- Implementing Contract and Grievance Tracking Systems

Regional Conferences Scheduled

Areas with active TDU chapters should consider setting up regional training conferences. Programs can be geared to the needs of the group. Two areas have already scheduled conferences:

New England Conference
June 13, tentative date
For information call N.Y. TDU:
718-624-7746

Southern Calif. Conference
Sunday, May 17
Pomona, Calif.
For more information call:
562-694-5831 or 619-951-4949

The Legal Rights of Union Stewards

A comprehensive explanation of the rights of union stewards, officers and business agents. Written in an easy-to-read, question-and-answer format by attorney Robert Schwartz. Topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

New release is expanded and fully updated. A vital resource for stewards and activists.

Price: $9.95 each (postage and handling included).

Please send me _____ copies.

Amount enclosed $_____

VISA/Mastercard # _____ Exp. date ___/___

Signature _____

Send to: TDU, Box 10128, Detroit, Mich. 48210

Correction

In our last issue, in "Battle for Democracy Continues in Buffalo Local 449," we incorrectly named steward George Harrigan. We apologize for the error.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

TDU can be contacted via e-mail at:
tdudetroit@igc.org
or on the World Wide Web at:
http://www.igc.org/tdu/

NY Office: 500 State St., 2nd floor, Brooklyn, N.Y. 11218 (718) 624-7746.

Atlanta Office: (404) 688-7115.

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TDU International Steering Committee

Co-Chairs:
Dan Campbell, Fort Worth, Texas, Local 767
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Patricia Franks, Allentown, Pa., Local 773

Members:
Alex Adams, Cleveland Local 407
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Joyce Mims, Atlanta Local 728 spouse
Lucio Reyes, Stockton, Calif., Local 601
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:
Dave Staiger, Detroit Local 243
Steve French, Portland, Ore., Local 206
Tom Sheibley, Brockton, Mass., Local 653

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1997 for one year. Our Rank & File Convention had over 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure [illegible] should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Locals Plan Fight for Full-Time UPS Jobs

"Anyone who thinks UPS is just going to hand us those 10,000 new full-time jobs probably needs to be drug tested," begins a memo sent to members by President Wesley Jenkins of Dallas Local 767. "We will most likely have to fight for every new job. Fine, let the games begin!"

The contract is black and white on the issue. Article 22, Section 3 states, "The parties agree that providing part-time employees the opportunity to become full-time employees is a priority of this agreement." And, "The employer shall, wherever possible, reschedule part-time employees to make additional full-time jobs or combination full-time jobs." Our job is to show management where those jobs are *possible* and fight until they create them.

Furthermore, UPS owes us 2,000 new full-time jobs a year. With the delay of contract ratification, few full-time job opportunities have thus far been created. But since the contract is retroactive to Aug. 1, 1997, UPS is responsible for the creation of 2,000 new full-time job opportunities by Aug. 1, 1998. A backlog is building up.

Since we're all aware that the grievance procedure doesn't exactly work with blinding speed, it is incumbent on locals to begin this fight now!

Although UPS is responsible for creating the jobs, there is no formula to say where they are to go. Locals that push grievances will likely win those jobs and be the beneficiaries of our strike victory. Those that lag behind are likely to lose out. So far, most locals have done nothing. Happily there are some exceptions.

Full-Time Jobs Project

Dallas Local 767 has developed a plan to get more full-time jobs in their local. The plan will attempt to involve members in the fight. The key is aggressive contract enforcement. The plan seeks to involve the membership in catching and grieving all instances of improper subcontracting; charting part-time shifts to determine where full-time combination jobs are possible; enforcing Article 44 (over 70 lbs.); stopping the abuse of part-time cover drivers through better monitoring and enforcement; urging package car drivers to deliver all of their air in the morning; and encouraging all members to take all of their lunch and breaks.

The Local 767 plan has two important components. It requires an aggressive local leadership and it also requires the rank and file to be disciplined enough to insist on contractual rights and resist the temptations and short cuts that may seem easier in the short run, but are, in fact, long-run full-time job killers. (For a copy of the Local 767 plan contact TDU)

Filing Grievances Demanding Jobs

Nashville Local 480 is preparing to demand new full-time jobs at the grievance panel. They have taken an aggressive stance over the last two years, filing a grievance to create a full-time job whenever a part-timer works over 40 hours a week for six weeks. They have forced UPS to create 20 full-time positions in this way. They could not have succeeded without the involvement of the members in collecting evidence for the grievances.

Seattle Local 174 has begun the process of charting and grieving part-time shifts that can be combined into full-time jobs. Members and their BA worked together to gather evidence about full-time jobs that are already *possible*. They are pushing a grievance to create 32 new full-time jobs at the Seattle hub. By combining 16 openings on the night sort with positions on the sunrise, and 16 openings on the sunrise with positions on the night, UPS can create 32 jobs. A grievance for a combo job at the Seattle Air Gateway has been submitted to the panel.

UPS has already used the grievance panel rules granting either party one postponement to delay the grievance until May. The longer that locals wait to begin fighting for full-time jobs, the longer it will take. We can trust UPS to throw every roadblock they have at their disposal at us. Each local should start now with a plan to involve the members in showing just how many jobs can be created. Remember, 10,000 is a *minimum* number that shall be created. Let's get that and more.

Judge Limits ADA Protection at UPS

"The ADA [Americans with Disabilities Act] was not intended to be a job insurance policy." In so ruling U.S. District Court Judge Larimer dismissed a class action suit against UPS on behalf of all employees, past, present and future who suffered disabling injuries due to UPS' raising its weight limit above 70 pounds.

While this decision is by no means the final word on ADA protection for injured workers or the responsibility of the company to provide a "reasonable accomodation" for injured workers, it is still a very scary decision. It should stand as ample warning to any UPSer who is tempted to try to handle over-70 lb. packages unassisted that they have no guarantee of a job if they cause themselves injury. Indeed, what is clear is that UPS will do everything possible to discard the injured worker as damaged goods.

William Kirkendall suffered a permanent back injury due to the 1994 change in policy requiring employees to lift, carry, and deliver packages weighing up to 150 pounds. The injury left him unable to lift items in excess of 30 pounds or to sit for periods longer than three hours at a time. He asked UPS for a "reasonable accomodation" so that he could resume his working career at UPS. UPS argued that they had no such job available to him.

The court ruled that while his impairment made him unsuitable for a job at UPS, Kirkendall, who has an associates degree in Business Administration, had been disqualified only from the "narrow range of jobs involving heavy lifting and prolonged sitting." The court ruled that since he might be employable elsewhere within his geographic area in a job he was physically suited for he did not qualify for ADA protection.

While the ruling is outrageous and contrary to the intent of the ADA, it is sure to embolden UPS's resistance to compliance. Before risking injury by handling packages of over 70 pounds without the help of another Teamster as provided by the contract, Teamsters should be advised that they are putting their careers in jeopardy.

Indentured Servitude or Educational Opportunity?

The UPS Louisville Air Hub has a School-to-Work program that allows high school seniors to work the day sort at UPS. Students attend regular high school classes in the morning until 10 a.m., then report to work at UPS for around three hours of work. They receive high school credit for the job through a co-op education program. They can take this class twice in their senior year. After their shift they attend college-level courses offered by the University of Louisville on UPS premises. It sounds good, but there is a down side.

What happens if you want to quit UPS? Recently a Local 89 shop steward had to represent a School-to-Work participant. Billy was being harassed by his supervisor. When he complained, the manager said, "Billy you don't want me to have to call your daddy and tell him your failing school do you?." When Billy said he wanted to quit he got some bad news. UPS would tell his parents he was a failure. He would be forced to pay back $300 dollars for the college course he'd been taking. And he would have to make up in a classroom the time that he had spent at UPS to be able to graduate. UPS knew he was stuck in the program.

Next fall UPS plans to expand this program to every high school in the Louisville area. They also plan to begin a program for college students. Students will live and attend classes at a special UPS campus designed for new hires who want to work on the night sort. Classes will be offered by area colleges from 5 p.m. to 10 p.m. The fall semester will be shortened to fit UPS's needs at peak time. A similar plight to Billy's may await those who matriculate to UPS University. Why can't UPS just provide real family-wage jobs?

UPS & Downs

UPS Reports 1997 Profits.

For the fiscal year ending Dec. 31, 1997, UPS reported total revenues of $22.46 billion and after tax profits of $909 million. By contrast, 1996 revenues totaled $22.37 billion and profits of $1.15 billion. While profits dropped $241 million due to the damaging impact of the two week Teamster strike the effect is partially offset by a dramatic turn around in international operations.

UPS reported a 1997 loss in international operations of only $6 million as compared with a loss in 1996 of $201 million. For years UPS has suffered staggering losses in international operations that were subsidized by the high level of profitability in the U.S. Now UPS is poised to turn the corner, and start making profits from international operations..

In another sign of greater profitability to come, UPS reported fourth quarter profits of $351 million, 42 percent higher than the year before.

$7 Million in Back Pay and Punitive Damages Won in Illinois.

Once again UPS has been forced to pay millions for the way it pressures and harasses its package car drivers into working off-the-clock, skipping breaks and working through lunch. As in Washington State a few years back this class action lawsuit will result in UPS being punished and its workers rewarded for the company's habitual violations of wage and hour statutes.

Pending judicial approval, a settlement has been reached between UPS and Illinois package car drivers on their class action lawsuit alleging that UPS "permitted, encouraged and coerced package car drivers to perform off-the-clock overtime work during an uncompensated lunch break and before and after the official work day; (and) had done so willfully and intentionally ..."

The Settlement Agreement provides that 150 days after preliminary approval UPS will pay $7,250,000 into a settlement fund to be distributed among Illinois package car drivers. Individual drivers who worked all weeks covered by the class period (Feb. 22, 1991 through Aug 26, 1994) could receive as much as $1,880 in back pay and punitive damages. Individuals who worked less will receive a smaller amount calculated on a pro rata basis.

The named plantiffs in the lawsuit will seek an incentive award of $5,000 apiece to compensate them for their time, effort, and risk in assisting in the prosecution of the case. It pays to fight back!

Members Ratify NMFA

The Future in Freight is in Organizing

As we go to press, early vote counts indicate that freight Teamsters have voted to ratify the National Master Freight Agreement. Approximately 65,000 rank and filers cast ballots and voted by a comfortable margin in favor of the contract.

The final vote is not available at press time, nor is the vote count on the nearly 30 supplements. It is quite likely that some of the smaller supplements will be rejected, so the union will hold up ratification to preserve the members' bargaining power.

The contract may soon be settled, but the discussion coming out of it has only started. Lots of freight Teamsters want to stop being on the defensive, beating concessions instead of really turning it around.

The big question coming out of this contract is can we organize to build union power in freight? For the past 20 years union strength—and union membership—has declined.

In the past few years we have just begun to turn that around, with the successful drive that has brought thousands of Overnite workers into the Teamsters. That drive has to be stepped up, and spread to other non-union carriers.

Our energies and discontent have to turn to building union clout, and getting those out of the way who are unable to or unwilling to do that. We need an organized army of Teamsters.

Both political factions—old guard and reform—were heavily involved in supporting this contract. Four of the Hoffa vice presidents signed it, and the committee was chaired by a Carey vice president, Richard Nelson.

But the two factions have different plans for the future in freight. Hoffa says not to worry, because he will "personally" negotiate all national contracts, and his father's name will carry great power, just like in the movies.

The reform faction, led by Ken Hall, has a different message. We say we have to build union power starting with the members, and reaching out to organize with new strategies and tactics. We have to build that army.

The future of the Teamsters in freight may be determined more by the coming election than by this contract.

Why the Give Away in Central?

For the first time the split work week has crept into the proposed Central States Supplement, and we can thank Les Singer, International vice president from the Hoffa faction and bargaining chairman. The tentative local cartage supplement provides that a company can put up to 20 percent of the local cartage bids on a four-tens basis, with nonconsecutive days off.

Singer told the union bargaining committee that this would only be for end-of-the-line terminals, but later changed his story and gave the companies the deal at breakbulks, where they really want to use it.

There was no reason to give any concessions at all in the supplement, except that Singer never met a concession he didn't like.

Article 6, Past Practices

Fighting for Decent Work Rules

Under Article 6, Section 1 of the NMFA, local unions have 180 days following contract ratification to protect favorable work rules by submitting them to the regional joint area committee. That window period will soon open up.

A new improvement in this section provides that if a company wants relief from a any such work standard, and they apply to the joint area committee, a deadlock amounts to a union victory in protecting the standard. This means that the union panelists have full power to protect standards; any union official who undermines them has no excuse and should be removed.

But the fact is that over the years work rules have been undermined at many terminals, and we have to fight to gain rights to make our jobs liveable. This is especially true for road boards. At the same company under the same contract, we have drivers who can slide the board, while others cannot; we have drivers who can book off Saturday night to attend church Sunday morning while others cannot; and so on.

We need a coordinated effort to upgrade workrules, with affected members, local unions and the freight division working together.

Mobilized Members Defeat 'Team Concept' Scheme

Our UPS strike victory last summer was so huge that our defeat of "Team Concept" at UPS was quiet and anticlimactic. But despite the lack of fanfare, it was the biggest victory of any union over a major corporation's reengineering plans. And the efforts of Teamster members and leaders to fight Team Concept helped lay the groundwork for our campaign to win a good contract.

UPS agreed earlier this year to disband its Team Concept and "BEST" programs to settle unfair labor practice charges brought by the International union against the company. But in many locations, the coordinated efforts of rank and file members, many locals, and the International had already defeated the programs. TDU activists at all levels were crucial to our success.

The tactics used by Teamsters at UPS show how strong leadership at the International level can help give workers the tools to fight management on the shop floor and win.

Respond Quickly

When Teamster members and local union leaders complained that UPS was using Team Concept to undermine the union, the International responded quickly. The Parcel and Small Package Division demanded information from UPS on its Team Concept plans and demanded that UPS bargain with the union before implementing them. When UPS provided very little information and refused to bargain, the International filed NLRB charges against the company *and* surveyed UPS stewards and local unions nationwide to collect its own information.

Set a Clear Policy

Ron Carey, Ken Hall, and other International leaders evaluated UPS's Team Concept, concluded that it was designed to undermine the union, and developed a program to stop it.

Get Support from Local Leaders.

The Parcel and Small Package Division organized regional meetings of local union representatives, who ratified the International's recommendation asking members not to cooperate with Team Concept meetings where possible. When required to attend team meetings, the union asked members to turn the discussion to union issues, such as UPS's terrible safety record.

Communicate Directly with Members

The International conducted regional and local training sessions across the country to explain the hidden dangers of UPS's "teams." A 15-minute video was sent to each UPS steward. *UPS Updates*, mailed to all UPS members, gave members' tactics for fighting the program. The *Teamster* magazine carried a special article on Team Concept that featured creative responses by local unions and members.

Encourage Rank-and-File Action

In some cases, Team Concept programs were quickly shut down because members refused to participate. T-shirts and buttons appeared with slogans like, "I already have a team—It's called the Teamsters." Members signed petitions saying they would refuse to participate in Team Concept unless it was negotiated with the union. They filed grievances when UPS tried to get teams to agree to violate the union contract. Activists used the fight against Team Concept as a way to start talking with members about issues that would be addressed in bargaining.

Take a Strong Stand in Bargaining

During negotiations last year, the union defeated management's contract proposals which would have given UPS a free hand in establishing teams.

International Union Leadership Played Important Role

The well organized campaign against Team Concept shows that our union is once again choosing International union leadership. Carey and Hall showed that UPS's Team Concept program was a wolf in sheep's clothing. They stood up to UPS, educated members about the threat, and involved members in the campaign to fight the company.

What would Hoffa and his old guard cronies have done?

Old guard leaders don't usually respond to members' complaints the way Carey and Hall did. They usually just say, "It's out of our hands—it's part of management's rights."

The old guard's track record shows that they wouldn't have set a clear policy against Team Concept for years, when they controlled the International, they were on the *wrong* side of issues like two-tier wages, double breasting in freight, the right to vote for top union officials, and majority vote on contracts.

Hoffa and his backers would have been afraid to coordinate the huge educational campaign that it took to stop Team Concept. Educated and involved members won't vote for complacent leaders.

We have *real* Teamster power when we're educated, united, and ready to take action. We need to keep moving forward by electing a team of International union leaders who have shown that they are committed to those goals.

UPS Contract Enforcement Workshops

TRF, the educational arm of TDU, is offering workshops on enforcing the UPS contract. Workshops are currently planned for Louisville on April 11, the Buffalo area on April 18 and New Orleans on April 26.

For more information, or to set up a workshop in your area, contact TDU.

Find Out More About Dangers of Cooperation Programs

If you're fighting a program like UPS's Team Concept, you can get more information in a book called *Working Smart,* available from Labor Notes. The 317-page guide explains why participation programs don't work and focuses on strategies activists are using to fight them.

Copies of *Working Smart* cost $20 each, plus postage ($2 first book, $1 each additional). Send your check, along with your name, address, phone number, and local union number to Labor Notes, 7435 Michigan Ave., Detroit, Mich. 48210.

Building Clout in the Carhaul Industry

Doug Webber was named the new Director of the International union's Carhaul Division in March. Webber, a 22-year member of Local 299 in Detroit, worked for Commercial Carriers, where he served as a steward.

Webber joined the Carhaul Division in 1993, where he helped workers at two double-breasted operations of QAT–Spring Hill, Tenn. and Petersburg, Va.–organize into the Teamsters. He led negotiations on their first contracts, which will match the master contract next year. Webber has coordinated strategic campaigns such as the one that helped carhaulers win the strike against Ryder in 1995.

Convoy Dispatch talked with Webber about his plans to increase carhaul members' involvement in the union to build clout for contract negotiations next year.

Convoy Dispatch (CD): What issues do you hear members' talking about?

Webber: Everybody is interested in job security—protecting what we've got and trying to achieve more.

People are concerned about logistics companies like Axis (owned by Allied) and RCMC (formerly owned by Ryder). Allied owns them both since the company bought out Ryder. They don't own trucks, and they don't employ drivers, mechanics, or yard and office workers. All they do is bid on the traffic and subcontract it to nonunion carriers. We're battling now to try to get that work under our agreement, but it may be an issue that we have to address in upcoming contract negotiations.

We also need to go after the used car market. Teamsters haul 90-95 percent of the new car market, but used car companies like Car Max and Auto Nation are growing. The majority of that traffic is being handled by nonunion companies. We're going to be working with the union carriers to see if there's anything we can do under the terms and conditions of the current National Master Automobile Transporters Agreement to get into that market *and* organize workers at the nonunion companies at the same time. It would create more good union jobs and make our members' jobs more secure.

We're fighting an effort by the National Automobile Traffic Association—the carhaul industry's lobbying group—to raise our weight limit from 80,000 to 88,000 pounds. It's a real safety issue for our drivers and the public. Plus, every truck they're able to put one more car on reduces the amount of jobs for Teamster members. We're going to ask members to help make the case against the change.

CD: The carhaul contract expires in just over a year. Ryder—along with General Motors–tried to play hardball last time. What do you expect from the companies this time around?

Webber: In 1995, we selectively struck Ryder, which was GM's primary hauler. They thought they could take us on, but they were wrong. We won the improvements we wanted in job security and the best pension contribution increases in history.

A lot of things have changed in the industry since then. Allied bought out Ryder, so now that company has a lot of the GM traffic. I hope Allied management is smart enough not to try to take us on again. They know we'll do as much or more to win a good contract next year as we did last time.

CD: What will it take to win a good contract?

Membership involvement is the key. The carhaul companies are going to be faced with the same kind of campaign as we've used with UPS, freight, and Anheuser-Busch to communicate with members about the issues and build participation in the union.

The companies would like nothing more than for us to keep members in the dark. But we're not going to do that. Members are going to help us set our bargaining goals, know what's happening in negotiations, and be ready to fight if we have to to protect our rights. We'll work with the Field Services Division to build unity and keep members informed. I'm looking forward to our campaign.

CD: What kind of changes will you be making in the Carhaul Division?

I'm going to make some changes to the grievance system. I'll work with local unions to find ways to speed up the process and bring the grievance meetings closer to members so they can have a better opportunity to be present at their own hearings. We're definitely going to get them out of resort areas. Grievance meetings should be scheduled for the purpose of handling members' grievances—not to provide a vacation for anyone.

CD: Teamster members will vote this summer on candidates for General President? How important is this election for carhaul members?

This year, we'll have a chance to vote for a General President who will lead negotiations for our national contract.

Doug Webber, new Carhaul Division director, Detroit Local 299.

Ken Hall helped Teamster members at UPS win one of the best labor agreements that the U.S. has seen in many, many decades. And if he's elected, I'll work closely with him to make sure we have the same level of membership involvement to win a good contract in our industry, too.

Hoffa doesn't believe in involving members in a campaign. He's never run a campaign to win a good contract for 30 people, let alone a carhaul contract for 12,000 plus Teamsters. He doesn't have the experience or the commitment it will take.

Initial Meeting Held in Chicago

IBT Kicks Off Frito-Lay Coordination Effort

In an important first step forward for Frito-Lay Teamsters, the International union has started an initial coordination effort among locals and members.

The IBT Strategic Initiatives Department sent surveys to all Frito-Lay local unions in February. Representatives from 11 local unions attended an IBT sponsored meeting in Chicago in early March. The goal of this initial meeting was to boost bargaining coordination amongst locals with contracts expiring in 1998.

Reports from the meeting reinforce what we've known for some time—locals and members are tired of getting beat up by Frito and are hungry for communication. Discussion focused on setting common bargaining goals for 1998 and beyond.

The coordination effort will be a major job. There are nearly 5,000 Frito-Lay members in 50 locals. Many years without coordination will have to be overcome, but this is a good start. The many members and local officers who helped make this a priority should be thanked for their hard work.

Join the Frito-Lay Network

❑ Enclosed is my TDU membership application (see form on page 12).

❑ Please send me brochures about the network to pass out to co-workers.

❑ Please send me copies of the Frito-Lay Unity Network survey.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____

e-mail _____

Return to TDU, Box 10128, Detroit, Mich. 48210

Frito-Lay News

TDU Frito Web Site Up and Running.

In late March TDU started a web site for Frito-Lay workers. The site will include recent news and events, discussion of issues and copies of surveys and other materials and a means to get in contact with other Frito workers. Contact the site at: www.igc.org/tdu/fritolay

Washington State Contract Voted Down.

Washington State Frito-Lay Teamsters have voted down a first contract offer 143-58. The offer includes standard "less for more" provisions of other agreements. Weekend work and higher payments for medical are two bones of contention.

Puerto-Rico Frito-Lay Workers Accept Contract.

Frito-Lay workers in Puerto Rico are represented by Teamsters Local 901. They recently voted to approve a new contract.

Fight to Stop the Sales Incentive Compensation Act.

H.R.2888, currently pending before Congress, would exempt many salespeople from the overtime and minimum wage provisions of the Fair Labor Standards Act. The IBT estimates that many bakery and snack food route sales Teamsters could lose rights under this bill. Especially hard hit will be nonunion route sales drivers who are without contract protection. This is an important fight. You can help by distributing sample letters to your co-workers for signature, then send them in to your congressperson. The IBT is mounting opposition to the bill.

Get Involved in the National Survey

In March the TDU Frito-Lay Unity Network kicked off a national survey of Frito-Lay workers. Results of the survey will be a valuable tool in negotiations and preparing for grievances. Contact the Unity Network for copies of the survey.

Ken Hall — Proven Track Record of Union Leadership

Junior Hoffa has never negotiated a contract, never run a local union, never been elected to union office, never been a shop steward, and — most importantly — never made a living as a working Teamster.

In contrast, Ken Hall has a proven track record of leadership in our union.

As Director of the International union's Parcel and Small Package Division and co-chair of the national negotiating committee, Hall helped lead Teamster members to an historic strike victory against UPS last year.

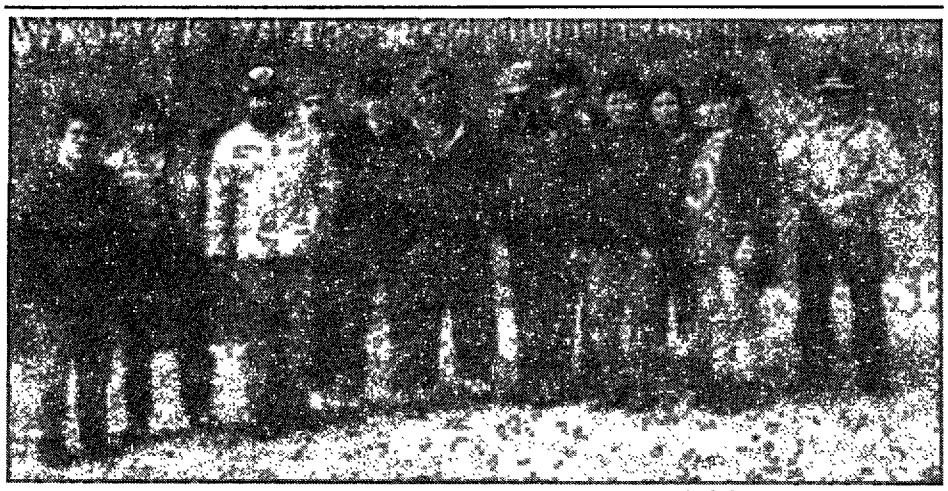
Hall became a Teamster in 1976, when he went to work in the oilfields for Pennzoil. After serving as a Teamster steward and negotiating committee member for 11 years, he went to work for Local 175 in Charleston, W.Va., as a business agent. Hall was elected vice president in 1989 and became president of the local in 1990.

Hall has served as chief negotiator for the freight contract supplement in West Virginia. He has negotiated contracts covering Teamsters in a broad range of Teamster industries.

In 1993, Hall was appointed as an International representative and served as a member of the UPS National Negotiating Committee that year. He is a trustee of Joint Council 84 in West Virginia.

Hall was also a key player in one of the biggest reforms in the union during the last six years — the elimination of the U.S. Area Conferences, a wasteful layer of bureaucracy that cost members $11 million per year. Hall oversaw the dismantling of the Eastern Conference.

Born in 1956, the son of a Teamster oilfield worker, Hall lives with his wife, Shirley, and daughter, Jenna, in his hometown of Yawkey, near Charleston.

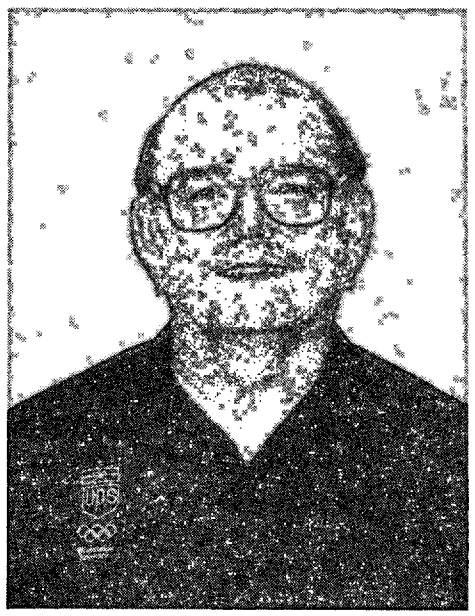


'Our Votes Can Make a Difference'

Maria Martinez
(in picture above with Iowa Beef co-workers)
Local 556, Iowa Beef Products
Pasco, Washington

Here at Iowa Beef in Pasco, Wash., we didn't even know there was a union election in 1996. Almost no one from our local voted. Now we've seen what having International union leaders committed to reform means to members at the local level. We'll be organizing, campaigning, and fighting for the reform slate in 1998. Our votes can make a difference. Reform is going to win.

'Not Afraid to Take on Employers'



Bob Reese
UPS Feeder Driver
Local 175 trustee
Charleston, W.Va.

I've been involved in the union pretty strong since I went to work for UPS in 1969, and I don't know a better, more dedicated, more hard-working leader than Ken Hall.

Most people know Ken negotiated the UPS contract. But in our local, he's negotiated contracts for freight members and workers at Coca Cola and Pepsi. Ken is a hands-on leader — and he's not afraid to take on employers. I've been in grievance hearings with him, and I've seen him chew 'em up and spit 'em out. We've been involved in a fight with Pennzoil in our local, and we've beat the company every step of the way.

I'd hate to see how our union would go downhill if Hoffa gets in there. The companies want Hoffa Jr. They know they could get their way pretty good if he's in there. That tells me something. If the company wants Hoffa Jr., why would I want to vote for him? I'd like to see Ken debate Hoffa. He will eat Hoffa up because Ken has done everything and Hoffa has done nothing.

Teamster Reform Movement Endorses Hall

TDU Prepares to Defeat Hoffa

The Teamster reform movement endorsed Ken Hall for Teamster General President on April 7, following a unanimous vote by the TDU International Steering Committee.

"It's time to campaign," TDU co-chair Dan Campbell of Dallas Local 767 said. "We're going to win here in the South by a wider margin than in 1996, by taking it to the members. Ken Hall starts out with a lot of support from Teamsters who looked at the UPS victory as a model for our union."

The TDU Steering Committee met with Hall, and had earlier met with Tom Leedham, another potential candidate for General President. Both are respected among TDU members and leaders. The committee held off making an endorsement until Ken Hall had achieved broad support among the reform slate and reform coalition.

TDU, the independent reform movement of Teamster members, has fought for 22 years for a democratic Teamsters union and works to develop new ideas and new leadership for Teamsters.

If you would like to join the Teamster reform movement, see page 12.

Gearing Up a Grassroots Campaign

It will take an all-out effort by thousands of Teamster members to defeat Junior Hoffa in this election. To keep our union moving forward, TDU members need to gear up our campaign now.

Distribute *Convoy Dispatch*

As the campaign moves forward, *Convoy Dispatch* will carry the latest information — from updates on Ken Hall campaign events to news about the Election Officer's investigation of Junior Hoffa. You can help spread the word by ordering a bundle of the newspapers to distribute to your coworkers. See page 9 for order form.

Pass Out Leaflets

You can help build support for the reform team by distributing leaflets produced by the Ken Hall campaign and TDU. Call the TDU office to ask for leaflets, ready for reproduction, to be sent to you in the mail. Or use your computer to download and print leaflets from our home page on the World Wide Web (http://www.igc.org/tdu/).

Help Set Up a Campaign Committee

An organized campaign committee can make it easier for activists in your area to coordinate your activities, distribute literature, raise campaign contributions, and involve more members in your effort. Contact your TDU staff organizer for advice on setting up a committee.

Invite Slate Members to Visit

Visits to your area by slate members — as well as Ken Hall — can help energize your volunteers, get publicity for our reform campaign in the local media, and encourage members to donate money to the campaign. If you're interested in setting up a rally, fundraiser, worksite visit, or other event, contact TDU.

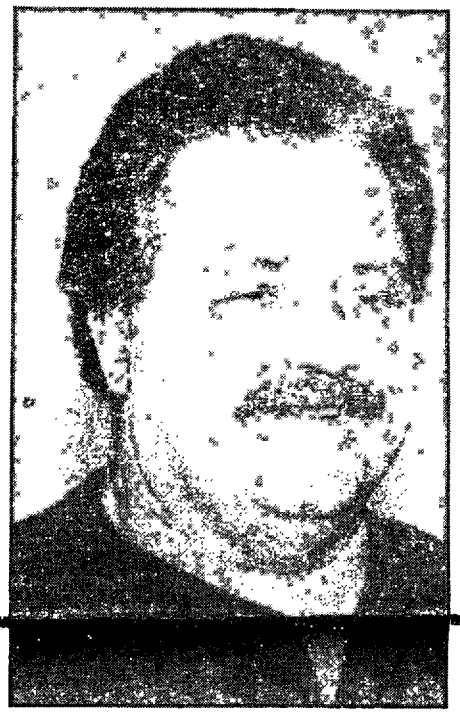
Raise Funds for the Campaign

This campaign will depend on small contributions from thousands of Teamster members. You can help solicit donations from your coworkers and other Teamsters in your area. The new election rules are more strict than last time. Only active members can donate money to the campaign, contributions to any slate are limited to $1,000, and every dollar contributed must be accounted for. For fundraising ideas or for more information about the new election rules, contact TDU.

Get Out the Vote

There's nothing like personal contact to help win elections. We need to personally encourage members to vote by talking with them about how important this election is to our union. Talking one-on-one with our coworkers on the job, distributing leaflets at worksites, and phone-banking are good strategies for getting out the vote.

'An Up-Front, Grassroots Campaign'



Bob Blanchet
Formerly Airborne Express
Local 287
IBT Representative
San Jose, Calif.

I was damn proud to be involved in the UPS contract campaign last year. I saw Ken Hall's honesty, talent, and reform spirit. He helped hold members together, and we won a big victory because of that unity.

Now we're facing another important fight to defeat Junior Hoffa. We've united our forces behind Ken Hall and we're ready to run an up-front, grassroots campaign to carry his name throughout all our shops.

The media is calling Ken Hall the underdog in this election and I like that. That means we'll work harder to get him elected to keep our union moving forward.

'The Power of the Rank and File'

Willie Smith
Former Yellow Freight Driver
Teamsters Local 413 Vice President
Columbus

Ken Hall is a no-nonsense guy and I believe he'll make a darned good leader.

Ken Hall believes in real Teamster power — the power of the rank and file. He showed that during the campaign to win a good contract at UPS. He did a survey and found out what was important to members and their families, then he stood stern against the employer on those issues.

Hoffa has a business attitude and is willing to be "flexible" with employers. If he's elected, freight companies will have their heyday. That's why we need to win this election. Reform has started to take hold in our union and we need to keep moving forward.

'Hall Helped Us Stand Up to UPS'

Mike Knear
UPS Part-Timer
Local 89, Louisville, Kentucky

Ken Hall appointed me and three other rank and file Teamster members to the UPS National Negotiating Committee. For the first time, workers who live the contract each day had a seat at the bargaining table, and our input was valuable.

I've worked at UPS for 13 years, and some of our leaders in the past have sold us out. But Ken Hall helped us stand up to UPS. We got information, we understood what we were fighting for, and we won. I can't think of one other person that I would rather see as president of the Teamsters union.

Hoffa hasn't shown any interest in the issues of part-timers. Ken Hall helped us win 20,000 new full-time jobs. This election is not only about *our* future. It will determine how our coworkers and workers after us will be treated. That's why it's so important for us to support Ken Hall.

Guess Which Side Hoffa's On!

Hoekstra vs. The Teamsters

"While most Republicans supported giving Hoekstra an initial $1.4 million last summer, sources said the GOP leadership and GOP House members are now questioning whether those funds have been fully directed to their original purpose—which was to investigate organized labor after it weighed in heavily against Republicans in the 1996 campaign."

— Congress Daily, Jan. 29, 1998

Congressman Peter Hoekstra (R-Mich) held hearings on March 26 to again attack the Teamsters as part of his assault on organized labor. It's not surprising given his anti-labor record and close association with American Trucking Associations and Overnite. In 1995 Hoekstra joined with Teamster employers to propose to outlaw "corporate campaigns" which our union has used successfully against union busters.

Why is Hoekstra, one of labor's worst opponents in Congress, such a supporter of Hoffa? Because Hoekstra knows what Hoffa's about: a union that will be in bed with corporations, not one launching tough campaigns against them.

Hoffa's Friends Testify at Anti-Union Hearing

At the hearings, Hoekstra featured four speakers, all of them close Hoffa allies: Robert Simpson, Sam Theodus, Robert DeRusha and Joel LeFevre.

Robert Simpson was removed as head of Local 743 and banned from the Teamsters for life for keeping Don Peters, an associate of Allen Dorfman, Joey Lombardo and Dominic Senese, in the local. Peters had an office, union car, and official duties. Simpson's salaries for 1992 were $254,578.

Simpson claimed he was removed from the union for opposing Carey (not for allowing mob influence in his local, as was the case) and that despite his multiple pensions he has "been forced to work odd construction jobs just to make ends meet."

Hoffa Running Mate Theodus

Sam Theodus was elected in 1991 as an International vice president on the Carey slate as a reformer. One of the reforms that Theodus campaigned on was ending multiple salaries and pensions.

Theodus soon decided he liked those perks. He took multiple salaries and pensions. When the General Executive Board stopped funding the officials-only multiple pension plan called the Affiliates Plan, Theodus refused to vote for that action. When the Area Conferences, which paid some 62 multiple salaries but did little for the members, were abolished, Theodus was one of just three votes against that reform. Because he betrayed his platform, members of his own Local 407 voted against him by over a two to one margin in the 1996 IBT election, when he ran on Hoffa's slate.

In his statement to the committee, Theodus referred to Hoekstra as the "last, best hope" for our union.

Robert DeRusha was an old guard holdover, an International trustee who was not elected by the rank and file. In 1992 his multiple salaries totaled $145,539, plus multiple pensions.

Joel LeFevre, principal officer of New York Local 840, is spearheading a campaign that complains about the International union's action to stop paying into the officials-only Affiliates Plan. He has the option of going to the members of his local to ask them to fund a extra pension forhimself and other employeees of his local, but he has not yet done that.

All of them support multiple salaries and pensions. One of them was banned from our union for life for corruption. Three of them were active in creating the "Real Teamster Caucus," which was caught diverting over $100,000 in dues money to their campaign.

Why would these characters be chosen to testify before the U.S. Congress on the Teamsters? They all support Junior Hoffa.

Teamster Union Wins in Court

Government Must Pay for Election

A federal appeals court ruled on March 30 that the government must pay for the cost of supervising the 1998 Teamsters International election, as called for by the consent order. It was a victory for our union, which successfully pursued the case.

Basically the court ruled that the government has to live up to agreements that it signs. In March of 1989 the U.S. Justice Department and the Teamsters Union signed a consent order, which provided that the union would pay for the cost of the 1991 election and the government would pay for the 1996 election. The 1998 election will be a rerun of 1996, and is thus part of the same election cycle.

The decision overturns an earlier ruling by Judge Edelstein directing the union to bear the costs incurred by the Election Officer. Congressman Peter Hoekstra (R-Mich.), who is presently targeting the Teamsters to attack organized labor, expressed outrage at the decision. He previously pushed a bill through Congress to try to prevent the government from fulfilling its obligation to pay. Hopefully this court victory will right that wrong.

Hoffa Fails to Tarnish TDU's Record

James Hoffa and his law firm keep busy filing protests against TDU, but all they succeed in doing is showing that TDU is operating within the rules of our union and of the Election Officer.

Recently Hoffa protested to the Election Officer that the TDU Rank & File Convention was improperly funded. He noted that in some cases IBT staff prepared or brought educational materials to the convention, and that in some cases local unions helped Teamsters attend by providing letters to their employers to get them off work. In another case, Hoffa protested when a local union newspaper had a favorable article on TDU as a reform organization for Teamster members.

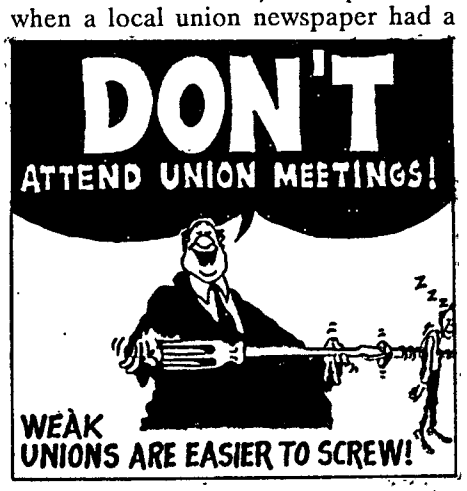
His protests were all dismissed after thorough investigation. The Election Officer reported that TDU operates as an independent committee, which participates in election activities in accordance with the rules.

The Hoffa campaign claimed to get $1.9 million in small donations with no accounting of who ponied that up. TDU on the other hand provides full reports on a confidential basis to the Election Officer.

The Hoffa campaign is funded primarily by fat cats. TDU is funded by Teamster members who care about the future of our union and don't want the old guard coming back.

TDU also has an affiliated public foundation, the Teamster Rank and File Education and Legal Defense Foundation (TRF), which reaches out for support from the community and from pro-union charitible foundations. TRF does not support candidates; it works to empower Teamster members to learn and use their rights.

If you care about the future of the Teamsters, we invite you to help support TDU by joining us, or by making a contribution. (See page 12 for membership application.)



Judge Edelstein Approves Rules

Election Schedule to be Set

Judge David Edelstein approved some new rules for the upcoming International Union election on March 24, but postponed setting a definite election schedule until after the conclusion of the investigation into James Hoffa's campaign funding. That is expected in April.

The timeline printed in the February-March *Convoy Dispatch* may now be adjusted, though major changes are not expected. The election will likely be held in August or September.

The judge denied Hoffa's request that the term of office be changed to five additional years; the next election will be in 2001.

Edelstein approved a rule proposed by the Election Officer which would allow candidates who ran in 1996 to make adjustments on slates or even form new slates.

He also approved a proposed change in the $1,000 donation limit: any Teamster is permited to donate up to $1,000 to a slate, and also up to an additional $1,000 to an independent candidate or to an independent committee (TDU).

He ruled that all donations, of any size, to a slate or candidate must be accounted for.

(For a copy of the March 24 decision, contact the TDU office. Free to TDU members, others please send donation.)

Carey's Accuser:

'15-Second Discussion'

On March 11 Ron Carey's accuser, former Carey campaign manager Jere Nash, admitted that his allegation that he told Carey of his illegal schemes rests on a 15-second discussion. This came as he was cross examined by Carey's attorney at a hearing of the Independent Review Board (IRB).

Nash further admitted that he never told Carey that he was engaged in an illegal money-swap scheme, even in that one 15-second comment. A former FBI polygraph operator testified before the IRB in February that Carey was truthful in denying any knowledge of Nash's scheme.

However, to discipline Carey the IRB does not have to prove that he knew of wrongful activities. It could punish Carey by claiming that he should have had safeguards in place to prevent such illegal acts from taking place.

Carey was disqualified from running in the Teamster election by the Election Officer in November. The results of the IRB hearing will not affect that decision.

Anheuser-Busch

Members Urged to Reject Contract

Teamster negotiators are unanimously recommending a "no" vote on the Anheuser-Busch so-called "last, best final offer." Having already given their negotiators strike authorization by a 10-1 margin, rank and file Teamsters are continuing to work without a contract while their mail ballots are being cast. The contract offer is expected to be rejected by a wide margin. If a strike becomes necessary, the closer it begins to the summer months, when beer sales are at their peak, the more successful it is expected to be. Anheuser-Busch vowed to continue operating its twelve United States breweries with management personnel should a strike occur.

The company made over a billion dollars in profits in both 1996 and 1997. They control nearly 50 percent of the beer market in the states. Labor costs account for an extrememly small part of the company's overall budget, yet the company proposal amounts to nothing less than a full scale assault on full-time jobs.

"Anheuser-Busch is demanding contract changes that would eliminate hundreds of good full-time jobs," said Rob Hermann, Contract Campaign Coordinator at the Baldwinsville, N.Y., Budweiser plant. The company's proposals "would continue a trend already at work at Anheuser-Busch. Instead of creating more full-time jobs with good pay and benefits, Anheuser-Busch has increased its use of seasonal workers, apprentices and subcontractors. The company has also expanded mandatory overtime," he added.

Anheuser-Busch members in Baldwinsville, N.Y.,show the company that they're serious about fighting for a good contract.

From 1994 to 1997, Anheuser-Busch cut 450 full-time jobs, and part-time employment increased by 28 percent, Hermann said.

The Brewery Division and the involved locals have conducted a coordinated contract campaign. Each local has appointed an in-plant rank and file campaign coordinator. The coordinators communicate through frequent country-wide conference calls. The campaign has included weekly T-shirt days, frequent contract bulletins to keep everybody updated, plant gate rallies, community leafletting and rallies, leafletting at all manner of sporting events (including two weeks of leafletting and rallies around the Super Bowl, plus an airplane sporting a pro-Teamster banner at the event itself) and "Just Practicing" picket lines.

A-B "is one of the most ungrateful employers in the country," charged Richard Trumka, the secretary-treasurer of the AFL-CIO who flew into St. Louis for a mass rally. Trumka pledged the support of the 13 million members in the AFL-CIO if the Teamsters strike.

More than 8,000 Teamsters work at Anheuser-Busch breweries across the country. Contract negotiations began on Nov. 18, 1997. Anheuser-Busch breweries are located in Baldwinsville, N.Y.; Cartersville, Ga.; Columbus; Fort Collins, Colo.; Houston; Jacksonville, Fla.; Los Angeles and Fairfield, Calif.; Merrimack, N.H.; Newark, N.J.; St. Louis; and Williamsburg, Va.

New Orleans Feeder Drivers Fight to Protect Work Rules

Work rules that govern the way that the UPS operates its feeder cover board are negotiated by each local. UPS and New Orleans Local 270 agreed to work rules 15 years ago which provide that if management fails to guarantee drivers 40 hours, the drivers can refuse work. UPS's intent was to avoid having to provide 40 hours of work to cover drivers or extras. In exchange for not being ensured 40 hours members could refuse to take a run offered to them. They could only be forced to take the run if no junior driver was available.

UPS has now imposed new rules to change this arrangement. They are no longer putting cover positions up for bid. They are assigning these runs to junior drivers and guaranteeing 40 hours. If a cover driver tries to refuse work they can be charged with absenteeism. Drivers are forced to report at a set start time, and if no work is available UPS creates busy work. Senior drivers are denied the opportunity to bid this work.

UPS has effectively displaced many senior drivers from their preferred positions as bid cover drivers. It is forcing many drivers to work 50-60 hours. Many drivers want the overtime, but one of the benefits of seniority is choosing how much work you take. Members are ready to fight to restore the rules to the way they were.

UPS changed the rules in a similar way years ago at the hub in Jackson, Miss. Members in Jackson got a chance to vote on the rules change, but now are unhappy with it.

New Orleans Local 270 feeder driver Ray Cordes told *Convoy Dispatch*, "I have talked to many of the Jackson drivers over the years and they hate the rules they've got up there. UPS can force cover board drivers to be on call, ready to work, 24 hours a day. When you have to work those kind of hours it makes it tough on your family life. Many of them would rather have the rules that we have down here. If we get the chance to vote on these new rules we'll show management what we think of them. We'll reject them."

New Orleans feeder drivers are certain that they can defeat UPS's effort. A grievance was filed protesting the change. An Unfair Labor Practice charge has also been filed with the NLRB for refusal to negotiate the change with the union. Members want the change put to a vote. If successful they will reject the UPS proposal. It is time for members to show they will fight to protect their work rules.

Order CONVOY DISPATCH by the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. It will be especially important to keep members informed during the coming election period.

Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue. Prices per issue:

❑ $3 for 10 ❑ $5 for 20 ❑ $8 for 50 ❑ $12 for 100

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Member-to-Member Network Builds Unity

Iowa Beef Workers Organize for Change

You think you have a beef about your job? Try talking to Local 556 members at IBP – beef is their middle name.

The 1,200 Teamsters who work for Iowa Beef Packing in Pasco, Wash., can tell you stories about horrifying working conditions and safety problems until the cows come home.

Now they're fighting back by organizing a member-to-member network to take on problems in the plant and in their local. More than 100 Teamsters packed a meeting hall for a TRF workshop on one-on-one organizing on Sunday, March 15.

The workshop is part of TRF's Membership Participation and Democracy Project. (See pg. 2 for more information.)

Problems at IBP range from the ugly – management shaving time off workers' 15-minute breaks and forcing them to work off the clock before their shift officially starts – to the uglier – slippery blood-soaked floors, speed-up and other safety hazards that have caused an epidemic of back, shoulder, wrist and other injuries.

The plant's chief shop steward works full-time in a union office inside the plant and has eight hours a day to organize around shop floor problems and file grievances. Instead, she works as a full-time excuse-maker for the company.

Fed up, members collected 500 signatures calling for the chief shop stewards' removal last fall. The local's principal officer, John Carter, refused to act, saying that he had the right to appoint all stewards.

Members kept organizing. In February, they proposed an amendment to the local's bylaws that would give members the right to elect all stewards and chief shop stewards. Members will vote on the proposed change at the April membership meeting.

Win or lose the bylaws vote, members will continue to organize using their member-to-member network. The network enables members to reach out to the plant's 1,200 workers spread out over many lines and departments.

Volunteers from each line and shift are the life-blood of the network. Each volunteer has responsibility for communicating with an assigned group of workers.

Volunteers pass out flyers and newsletters, gather their co-workers for lunchtime cafeteria meetings, and build unity around campaigns like the bylaws change.

"TDU and TRF have been a big help to us," said steward Maria Martinez. "Through them, we've met people who really care about workers' rights and we're learning how to organize to win positive changes."

Fighting Company Discipline

A fable for our times: The freight terminal boss, known as the meanest tyrant in the workplace, is strolling along when he notices a worker sitting on a box, working with a length of wire. Since the boss hates to see any of "his" workers enjoying a moment's comfort, without warning he walks up and kicks the box out from under the worker, sending him crashing to the floor. The worker bounces to his feet and smacks the boss into a tailspin. "You're fired!" says the boss. "The hell I am," says the worker. "I work for the phone company!"

But seriously ... time was when workers could be fired based on a whim, with no appeal. And if they work in a place without a union, they still can be. Even in our unionized workplaces, bosses still fire or suspend workers unfairly. What can we do? How do we mobilize our members, support the worker involved and at the same time gather the best arguments we can to take to a grievance panel or arbitrator?

As far as the grievance goes, there are two issues: is the worker guilty as charged, and was the discipline justified? Let's look at these one at a time. Keep in mind that you always need to look at your own contract language.

Fight the Boss with Words

Let's say that Joan Worker was fired due to customer complaints about her.

First, the company must prove that she is guilty as charged. After collecting all the facts, a grievance could be filed. What could be argued in that grievance? The answer depends on the facts, and on your contract. But keep in mind that it is not a perfect world—grievance panels and arbitrators make mistakes, miss the point, get lazy and sometimes just have their minds set against a worker. Getting Joan's job back may demand more than processing a grievance—it may call for workplace action. Read about that possibility further on, but for now, let's look at the possible arguments to make for Joan in this situation:

Lack of Proof. Joan says she didn't do what she's accused of (act rudely, do her job carelessly, goof off while at work, whatever). Perhaps there is an eyewitness to support Joan's side of the story. Or maybe the customer doesn't remember the event clearly. In discipline cases, the company has the burden of proof. Your contract might or might not describe this burden in detail. Even if it is silent, the panel or arbitrator will probably make the company show "clear and convincing evidence" or at least a "preponderance of the evidence."

Lack of Knowledge. Let's say that whatever the customer complained of was minor, and was something that Joan didn't know was against any company rule, because she never saw a clear, written rule. Or maybe Joan wasn't sure if there was a rule or not—she only knew what she did was generally discouraged, and thought that it was no big deal, certainly not something that would end up in discipline being brought against her. The basic idea behind this type of defense is that a worker should not be fired for doing something unless they clearly know it is wrong and that the consequences will be severe.

Lax Enforcement. Lots of workers, including Joan, had been doing the same thing for years, the bosses knew it and it was ignored. Or when she was hired, Joan's supervisor mentioned the rule but told her it was no big deal to break it.

Unfair Procedures. Joan never had a chance to know the real evidence against her because the customer did not make a written statement and is now unavailable to tell the story again. This is an especially important argument if the employer involved is a government agency because a Constitution or specific statutes may apply to these workers.

Other Arguments

In other situations, different arguments might also apply. For example:

Employer Provocation. Worker A was fired because she hit her boss, but before she did that her boss called her a vicious, derogatory name and pushed her into a wall.

Conduct Away From Work. Worker B was fired after he was arrested over the weekend for having unpaid parking tickets. In general, workers should not be fired for their personal conduct outside of work, unless the conduct has a direct impact on their work.

Safety Issues and Whistle Blowing. Worker C was fired for refusing to operate equipment that was unsafe, or for refusing to falsify records relating to her work. Under some contracts and some laws, workers are protected from being discharged for blowing the whistle on workplace safety and related problems.

Reduce the Penalty

Let's say that Joan is actually guilty as charged. She did exactly what the company said she did, knew it was against the rules and has no excuse or justification. That's not the end of it. The next step in her defense is to argue that, despite all that happened, she did not deserve to be fired for it, but at the most should have been suspended or warned. Some of the arguments listed above can also be used to try to reduce the discipline. Here are other things to look for:

Unequal Treatment. If other workers who did the same thing were given warnings and not fired, then this is a powerful argument to make to reduce Joan's discharge to lesser discipline.

Progressive Discipline. Let's assume that Joan had a perfectly clean disciplinary record before this incident. Then we can argue that she is the type of worker who should be allowed at least one, and probably more than one mistake before she is let go. But even if her record is not absolutely perfect, the "progressive discipline" argument should be tried. Be aware though that different panels and arbitrators will look at this differently, depending on their own viewpoint, and also your own contract or supplement may list certain categories of conduct that result in discharge almost immediately!

Employee's Work Record. Whatever her disciplinary record, if Joan has 20 years seniority, has received the Employee of the Year award three times and is routinely asked to give on-the-job training to new workers, then that would be a good reason for reducing her discharge to less serious discipline.

Unusual Circumstances. If Joan was going through a particularly difficult personal time, involving medical or family problems for example, this would be another reason to argue that discharge was not justified. Maybe this was a rare event that wouldn't likely happen again.

Fight the Boss with Action

Finally, and just as important as knowing the arguments to make on the worker's behalf, we always have to look at how an individual discipline case affects other workers. Is Joan the only person mistreated? Is the issue involved a basic dignity question that a lot of workers are upset about? Is Joan a person who has stuck her neck out for fellow workers before? Is she being singled out because she is an activist? Is the supervisor who made the discharge decision a really bad one who simply begs for direct attention?

Except in situations where a worker might not want the spotlight at all (especially if personal or medical problems are involved), one of the most powerful weapons we have to fight unfair discipline is to organize in the workplace about it. Behind many disciplinary matters are workplace problems that cry out for organization, whether through break-time one-on-one discussions, an educational workshop, a petition, a leaflet, an article in a newsletter, media coverage, community support or a demonstration of solidarity right in the boss's face. So, when someone is disciplined, don't just file a grievance, but do something:

Find Out What Is Really Going On. When someone is disciplined, look for the deeper issues that are underneath the one event. Find out how many people are affected by it.

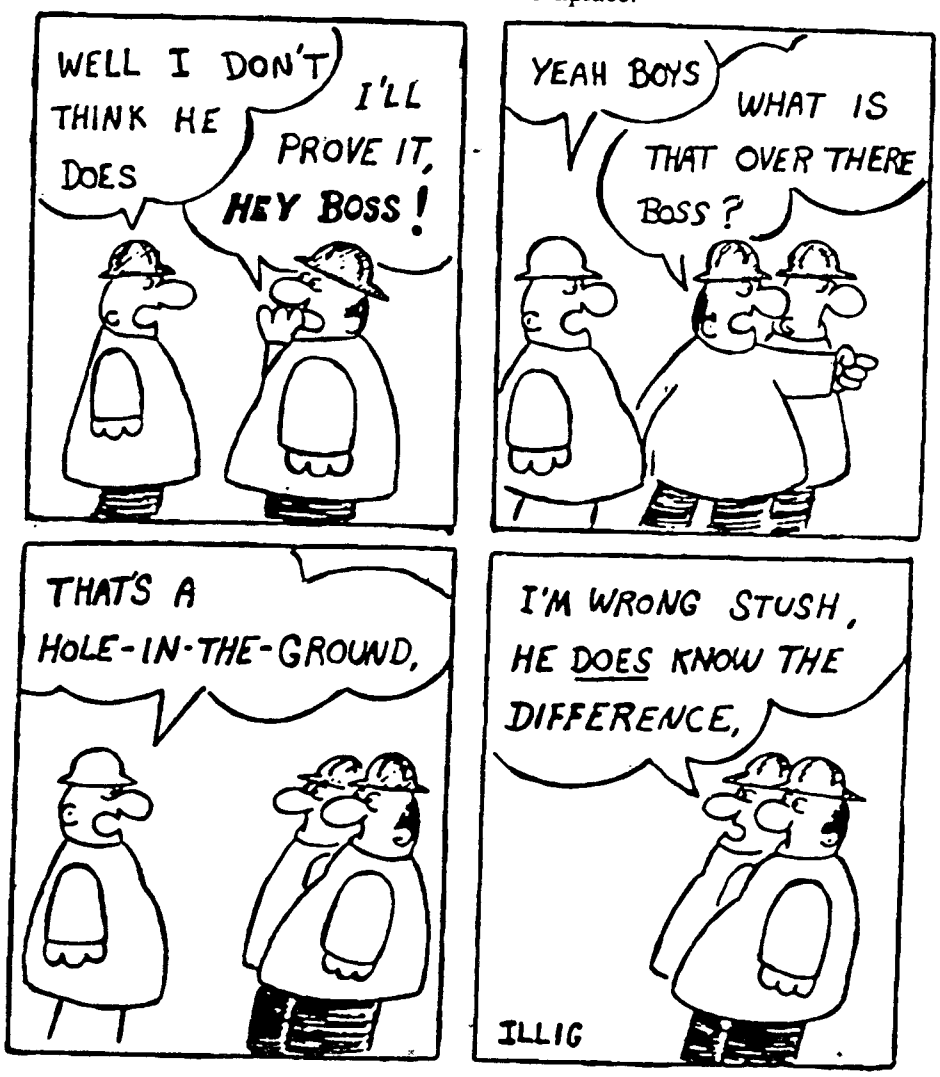
Identify the Target of Action. Figure out who the person is to target with your action. When he or she is made uncomfortable enough, when they are not able to have their work day go smoothly, or find it difficult to meet their own goals, then they will move to fix the situation. It may well be that they will see a grievance as a petty annoyance to be handled by Labor Relations, but a group of angry loud workers outside their office as a major problem to be dealt with quickly!

Decide on an Action. Organize others to deal with the issue you've identified together and come up with creative actions to change it.

Give Yourselves Credit. A flyer, a newsletter article, something ought to spread the word of your victory and the fact that you achieved it together.

Learn from the Event. What worked well? What didn't? How can you do better the next time?

Disciplinary actions against workers need to be handled seriously and with lots of preparation. And they need to be solved not only in the grievance procedure but sometimes more quickly (and with a lot more fun) right in your workplace.


WELL I DON'T THINK HE DOES
I'LL PROVE IT, HEY BOSS!
YEAH BOYS
WHAT IS THAT OVER THERE BOSS?
THAT'S A HOLE-IN-THE-GROUND,
I'M WRONG STUSH, HE DOES KNOW THE DIFFERENCE,
ILLIG

LETTERS FROM OUR MEMBERS

UPS Strike Showed Need for Union

Although I have been a Teamster for eight and a half years at UPS, I never considered being part of the union as an improvement to my quality of life. My experience had indicated that as far as my job was concerned, I was on my own to fight a large company to guarantee my longevity. The support of my union just wasn't there, and if I wanted to make a career of UPS I needed to guarantee my own job security.

This meant, in many cases, doing things that were not healthy for me. It meant working at 140 percent utilization as a part-timer (at UPS's own standards), even though there was not a day that my back didn't hurt. It meant working hours upon hours off the clock doing favors for my supervisors. It meant that for the first three years I was a driver I ran my lunch and breaks (as do most new drivers who want a job).

In fact, it wasn't until the day before the strike that I really realized the importance of our union. I had seen the company offer and felt that the union was only pushing against this to save themselves from losing their bread and butter, the pension fund. I even told many of my customers that UPS was offering a contract and that if we stuck with the union we were going to be the losers. That evening on the way out a TDU member showed me some of the actual contract pages. I took them home to study them.

By 1:00 a.m. I was sick. I had spent the previous day telling my customers what a great contract UPS was offering and now, with the actual pages in my hands, I knew the truth. Thankfully the strike was delayed, and I got the opportunity to clarify the situation with my customers. The whole experience started my hunger for knowledge about the labor movement in general, about the Teamsters in particular, and about what role I might have in changing the shop in which I work.

We now need to work on building a rank and file unity in this local that understands the importance of union representation and what democracy can mean to that process. Involvement is critical. That is the reason I have joined TDU.

Rick Stahl
Local 25, UPS steward
Boston

"HA, HA, HA, HA, HA, HA, HA!"

Help Out New Members

One way of helping our new union members is to create a mentor system where each rookie gets matched up with a veteran with at least five years experience. I remember wishing I could talk to someone when the shop steward wasn't available.

Steve King
Local 278, UPS
San Francisco

Wisc. Teamsters: A Union Divided

Prior to 1992, if any member of Local 344 (Milwaukee Drivers Pension Trust Fund) and Local 200 (Central States Pension Fund), both of Milwaukee, lost their job for any reason (layoff, fired, company out of business, etc.) and had less than 10 years vested in either fund, they lost all benefits in their respective fund. This was true even if they transferred between the two funds.

We petitioned the IBT to initiate a reciprocal agreement between the two funds. The intent was that no matter where you started and ended your career as a Teamster you should be entitled to a full pension at the last active rate of the fund of the local you retire from. This was also the opinion of Ron Carey, President of the IBT.

In 1992 a reciprocal agreement was reached. Central States agreed to a full rate at the time of retirement. Local 344 would only agree to pay prior members at the rate when he or she left their plan. This resulted in a loss of as much as a $1,000.00 per month for members retiring from the Central States pension plan. Since this reciprocal agreement was signed Local 200 members have been trying to convince Local 344 to enter a new agreement so all IBT members would receive a full pension. Local 344 has steadfastly refused.

Before the 1997 UPS strike Local 344, which consists mainly of UPS members, asked for and received a show of solidarity from Local 200, Central States, and all freight members across the nation, because we are all IBT members. The UPS Teamsters won a favorable contract, due in part to this show of support from all Teamsters.

There is currently a proposed new reciprocal agreement that would allow all IBT members to receive a full pension. Paul Lovinas, secretary-treasurer and chair of Local 344's pension board, has indicated interest, but has still refused to sign it, even though it may affect UPS part-timers who would become full-time Teamsters.

With all the current problems facing the IBT, there is no place for the leadership of any local which only thinks of themselves.

Dale Dobbs and Jack Zader
Local 200
Milwaukee

Save the Date!

November 1998

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

TDU CONVENTION
Milwaukee, Nov. 6-8

Freight Negotiating Priorities

A lot has been said about the new national freight contract, pro and con. A few facts stand out. One, there are no concessions in the entire national master agreement. Every change in there is a plus. Second, the national negotiators tried to address the membership's top priorities: pensions and job security. We made improvements in both.

The Central Region Supplement is a different story. There were concessions granted here, unlike the national. The negotiators in the Central ignored the membership's priorities. In fact, major demands from the rank and file were never even submitted by the union.

In the Central Road Supplement, the A-B-C foreign power courtesy language gives the companies more "flexibility" to avoid ever paying a grievance. There is language on vacations that may cause some members to actually lose them. There is language to make it harder for a laid-off employee to get holiday pay.

In the Central Local Cartage Supplement there is language that makes a laid-off employee even more "obligated" to the company. There is language that may cause some people to lose vacation time (use it or lose it). And, for the first time, 4-10s have crept into the Central supplement.

Concessions in both the the road and cartage supplement, but not a one in the master. And what did we get in exchange in the supplement? Damn little. We can take vacations one day at a time, a no-cost item to the companies.

Why? Because the old guard officials in the Central Region didn't listen to the rank and file, they listened to the companies.

Frank Burdell
Local 407, Roadway Express
Cleveland

Workers Must Get Involved in Political Action

Many of my friends and relatives in the Lehigh Valley have lost jobs due to the unfair trade practices established by NAFTA and GATT. The only way to stop this is for workers to stop being apathetic about political action and to get involved in a major way. Campaign reforms are essential if America is going to return the political process to some sort of fair balance. No one is going to fight to change this if we don't.

Patrick Finelli
Local 773, Ashland Chemical Co.
Allentown, Pa.

Cost of Living on Pensions Needed

I would hope that a cost-of-living increase could be included in our pensions. I think the increase that Ron Carey negotiated in the UPS contract was tremendous. However, those of us who retired 10 years ago have seen the value of our monthly checks seriously eroded. It is even worse for the older members who retired before us.

Keep up the good work. You are the best hope the membership has of continuing the reforms and progress made by Carey.

Patrick Barton
Local 331, retired
Absecon, N.J.

We Must Go All Out To Defeat Junior Hoffa

Ken Hall has united the reform movement and launched a grassroots, member-to-member campaign. In the few short months before the election, we need to work overtime to help build support for him from coast to coast.

We can defeat Junior Hoffa and the Old Guard officials, employers, and anti-union politicians who are behind him — *if* we are united and involved in this campaign.

This election will decide the future of our great union. Will we keep moving forward, or will we go back to the darkness and corruption of the past? It's up to us.

—Diana Kilmury
International Vice President, TDU Co-Chair

JOIN TDU

The only way to beat Junior Hoffa is with a rank and file campaign. Hoffa has money, but he doesn't have dedicated members to campaign for him. TDU has the know-how to win the campaign in the trenches.
We will not have more victories like UPS if Hoffa and the old guard are in power. We need a strong, honest union that's not afraid to get members involved. If that's the kind of union you want, get involved now. Join TDU.

—Steve Baudo, Local 344, UPS, Milwaukee

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local ____ .

Check or money order

Mastercard/Visa # _____ Exp. date ___/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Your Involvement Will Make the Difference

At work, in your neighborhood, and in your union hall, Teamster members across the U.S. and Canada can help build support for Ken Hall and our reform team. The involvement of thousands and thousands of rank and file Teamsters will make the difference in this election.

Here are just a few ways you can participate:

- Talk to other Teamster members about what's at stake in this election.
- Distribute leaflets at your workplace and other Teamster worksites in your area.
- Encourage your coworkers to vote when they receive their ballot in the mail.
- Help raise funds for the campaign.
- Get up-to-date campaign news by checking out TDU's home page on the World Wide Web (http://www.igc.org/tdu/).
- If you are not yet a member, use the coupon at left to join TDU now.

For more on the campaign and what you can do see pages 6 and 7.